



# DEFINED CONTRIBUTION PLAN FEE SCHEDULE

Plan Years Beginning in 2024 and 2025

*This schedule represents Redwood Pensions, LLC's true and complete fees. Any additional "indirect compensation" paid to us by a financial institution in connection with a plan is used to reduce our invoiced administration fees.*

## Installation of New Plan, or Takeover of Existing Plan

New plan document and/or amendments (if required), coordinate transfer/conversion of existing account balances to new investment custodian (for takeovers), establish new participant accounts.

• **401(k), 403(b), or Profit Sharing**.....\$1,000

- For new plans for "small" employers that cover non-owner employees, an IRS tax credit may be available (IRS Form 8881).
- Takeover fees may be paid by either the Employer or from the trust investments. New plan installation fees must be paid by the Employer.

## Annual Administration Services

Calculation of employer contributions, compliance testing as required under the Internal Revenue Code, trust accounting (single custodian), signature-ready DOL/IRS Form 5500, administrator's compliance reports.

• **401(k) or 403(b) – includes Safe Harbor, Roth, Matching and/or Profit Sharing**.....\$1,750 + \$42 per participant\*  
 • **Profit Sharing** .....\$1,250 + \$42 per participant\*  
 • **Single-Participant 401(k) or Profit Sharing** .....\$750

## Additional Annual Administration Services

• **Self-employed calculation (required for income reported on Schedules C or K-1)\*\*** ..... \$0 + \$100 each over 2  
 • **"Cross-Tested" or other IRC § 401(a)(4) ("general test") allocation formula†** .....\$575 + \$100 per hr. over 5 groups

- One-fourth of the estimated annual fees are billed at the beginning of each plan year quarter, with a "true-up/down" adjustment billed annually (if applicable). If Redwood Pensions, LLC is hired after the beginning of a year, or there is a short plan year, full annual fees still apply.
- If multiple follow-up requests are required for missing or incomplete data or actions, \$25 per follow-up may apply. A "rush fee" equal to 30% of the annual administration fees may apply if annual data is not supplied in good order at least 30 days prior to the extended filing deadline for the Form 5500.

## Supplemental Services (not included in Annual Administration Services fees)

### Participant Loans

Set-up or re-amortization†† .....\$125  
 Annual accounting†† .....\$50 per loan per plan year

### Government Forms/Reporting

Form 8955-SSA (reporting of separated participants to Social Security Administration, when required) .....\$125  
 Electronic filing of Form 5500 on behalf of Plan Sponsor (manually-signed Form) .....\$150  
 Form 5558 (extension to Forms 5500 and 8955-SSA deadlines).....\$100  
 Required Form 5500 Schedules A, C and D (plans over 100 participants or not eligible for short form 5500) .....\$75 each schedule  
 Coordination of "large plan" CPA audit (accountant's opinion) for Schedule H of Form 5500 .....\$125-\$175 per hour

### Distributions

Distribution election forms and processing (without Roth)†† .....\$125 each distribution  
 Distribution election forms and processing (with Roth)†† .....\$150 each distribution  
 IRS Forms 1099-R (if not prepared by investment custodian)†† .....\$50 each  
 Required Minimum Distribution (RMD) calculations under Internal Revenue Code § 401(a)(9) .....\$175 each  
 Corrective Distributions under Internal Revenue Code §§ 415/401(k)/401(m)/402(g) .....\$175 each

### Plan Document Services

Minor amendments .....\$350 minimum  
 Major amendments, mergers, spin-offs, and plan terminations .....Quoted per case

### Other Services

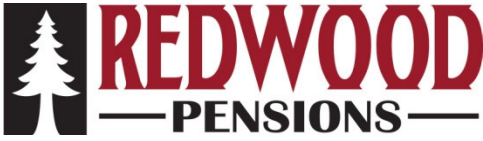
Trust accounting (may apply if investment accounts are not pre-approved by Redwood Pensions, LLC) .....\$100 per hour  
 Brokerage or "FBO" accounts (pre-approved by Redwood Pensions, LLC) .....\$65 per year per account  
 Non-standard "general tested" allocation methodologies (e.g., "restructuring" and average compensation) .....\$175 per hour  
 Conversion of plan to new recordkeeper/custodian or to different product within current recordkeeper/custodian .....\$950 minimum  
 Special consulting projects.....\$175 per hour  
 Miscellaneous administrative services.....\$125 per hour  
 Miscellaneous clerical services .....\$100 per hour  
 Lost/missing participant address search.....\$10 each  
 Qualified Domestic Relations Order review (not a substitute for an attorney's review)†† .....\$300  
 IRS or DOL audits or correction programs.....Quoted per case  
 Miscellaneous expenses (travel, banking fees, postage, etc.).....Actual cost

\* "Participant" is any person with an account balance any time during the year.

\*\* Owners of entities taxed as sole proprietorships or partnerships require additional complex calculations to determine plan-eligible compensation under IRS regulations.

† Allows targeted participants to receive larger benefits, using advanced non-discrimination techniques and a special plan document design.

†† In most cases, may be paid directly from the participants' accounts.



# DEFINED BENEFIT PLAN FEE SCHEDULE

Plan Years Beginning in 2024 and 2025

*This schedule represents Redwood Pensions, LLC's true and complete fees. Any additional "indirect compensation" paid to us by a financial institution in connection with a plan is used to reduce our invoiced administration fees.*

## Installation of New Plan, or Takeover of Existing Plan

Includes new plan document and/or amendments (if required).

- **Traditional Defined Benefit** ..... \$1,650
- **Cash Balance** ..... \$1,650

■ For new plans for "small" employers that cover non-owner employees, an IRS tax credit may be available (IRS Form 8881).

## Annual Administration Services

Calculation of employer contributions, compliance testing as required under the Internal Revenue Code, Enrolled Actuary services and Schedule SB (Form 5500) certification, signature-ready DOL/IRS Form 5500, administrator's compliance reports, IRS- and DOL-required notices to participants (including Adjusted Funding Target Attainment Percentage [AFTAP]).

- **Traditional Defined Benefit – Safe Harbor benefit formula** ..... \$2,350 + \$42 per participant
- **Traditional Defined Benefit – Non-Safe Harbor** ..... \$2,900 + \$42 per participant
- **Single-Participant Defined Benefit (including Cash Balance)** ..... \$2,100
- **Cash Balance** ..... \$3,000 + \$42 per participant

■ One-fourth of the estimated annual fees are billed at the beginning of each plan year quarter, with a "true-up/down" adjustment billed annually (if applicable). If Redwood Pensions, LLC is hired after the beginning of a year, or there is a short plan year, full annual fees still apply.

■ If multiple follow-up requests are required for missing or incomplete data or actions, \$25 per follow-up may apply. A "rush fee" equal to 30% of the annual administration fees may apply if annual data is not supplied in good order at least 30 days prior to the extended filing deadline for the Form 5500.

## Supplemental Services (not included in Annual Administration Services fees)

### Government Forms/Reporting

- Annual PBGC Premium Filings and Notices to Participants (only required for certain plans) ..... \$325
- Form 8955-SSA (reporting of separated participants to Social Security Administration, when required) ..... \$125
- Electronic filing of Form 5500 on behalf of Plan Sponsor (manually-signed Form) ..... \$150
- Form 5558 (extension to Forms 5500 and 8955-SSA deadlines) ..... \$100
- Required Form 5500 Schedules A, C and D (plans over 100 participants or not eligible for short Form 5500) ..... \$75 each schedule
- Coordination of "large plan" CPA audit (accountant's opinion) for Schedule H of Form 5500 ..... \$125-\$175 per hour

### Distributions

- Benefit calculations, distribution election forms, Trustee directive, IRS Form 1099-R ..... \$350 each distribution
- Required Minimum Distribution (RMD) calculations (includes IRS Form 1099-R) ..... \$250 each

### Plan Document Services

- Minor amendments ..... \$350 minimum
- Major amendments, mergers, and plan terminations ..... Quoted per case

### Other Services

- Trust accounting ..... \$100 per hour
- Life insurance "PS 58 cost" reporting on IRS Form 1099-R ..... \$75 each
- Special consulting projects (non-actuarial) ..... \$175 per hour
- Special consulting projects by Enrolled Actuary ..... \$300 per hour
- Miscellaneous administrative services ..... \$125 per hour
- Miscellaneous clerical services ..... \$100 per hour
- Lost/missing participant address search ..... \$10 each
- Qualified Domestic Relations Order review (not a substitute for an attorney's review) ..... \$150 per hour
- IRS or DOL correction programs ..... Quoted per case
- Miscellaneous expenses (travel, banking fees, postage, etc.) ..... Actual cost